



S U M M E R 2 0 1 7

Gila County

James Menlove Accepts Position as County Manager

James Menlove has accepted the position of Gila County Manager. Since October 2016, Menlove has served as Gila County's Finance Director.

"I am excited at the prospect of serving as County Manager and am humbled by the outpouring of support from the staff," says Menlove.

Menlove impressed the hiring committee and Board of Supervisors with his ideas about long-term financial planning as part of a sound strategic plan and his commitment to improving County policies. "James' years of finance experience and proven leadership make him an excellent choice for the future of Gila County," says outgoing County Manager John Nelson.

In less than a year as Finance Director, Menlove has guided Gila County to make significant progress on pending audits. Under his direction, the department has greatly streamlined the annual budget process. Since starting at Gila County, Menlove has taken an active role in economic development, such as serving on the City of Globe Mayor's Marketing Task Force and advocating for an asset inventory to help attract new businesses to the County.

Menlove came to Gila County with over 12 years of experience as finance director at neighboring Navajo County. When he took the reins at Navajo County, it was widely considered to be "unauditable." Under his leadership, it became an award-winning model for government finance.

For seven consecutive years Menlove received the Government Finance Officers Association's (GFOA) Distinguished Budget Presentation Award. He took home the GFOA's Certificate of Achievement for Excellence in Financial Reporting for five consecutive years. He also has valuable experience on the Public Safety Personnel Retirement System (PSPRS) Reform Task Force that developed the "yardstick" tool, which was used by the state legislature to develop PSPRS reforms that were approved statewide in May 2016. Menlove served two terms as president of the Government Finance Officers Association of Arizona.

Before his time at Navajo County, Menlove served as the comptroller for Mohave County Community College District, an accountant for the City of Phoenix, and a Senior Auditor at the Arizona Office of the Auditor General. Menlove holds a BS in Accounting and a Certificate of Public Management, both from ASU.

Menlove's new role is effective immediately. However, former County Manager John Nelson will stay on as an advisor to facilitate a smooth transition in the coming months.



James Menlove

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NEWSLETTER

Melford Gets Trial by Fire

Holiday Closures:

**Sept 4:
Labor Day**



Carl Melford, Gila County Emergency Manager

Carl Melford, Gila County's new Emergency Manager, quite literally got a trial by fire.

Melford became acting Emergency Manager at the beginning of May. The Pinal Fire outside of Globe started on May 8. His first official day as Emergency Manager was June 5 and the Highline Fire started June 10. With a smattering of other less severe fires in Gila County at the same time, to say he has been busy would be a gross understatement. At 27 years old, he's also the youngest County Emergency Manager in the state.

"Carl is a great addition to our Emergency Management 'portfolio,'" says District One Supervisor Tommie Martin. "He brings with him a solid background in public safety and he is truly passionate about his work. In a very short time, he has significantly grown citizen's involvement in Everbridge, making it a truly meaningful County alert system."

During an event like the Highline Fire, he had a lot of moving parts to command—from activating an emergency operations center, to coordinating with different agencies during the evacuations of La Cienega and Ellison Creek Estates, to pushing out notifications directly to residents using Gila County's Emergency Alert System Everbridge. Melford worked in law enforcement for four years before coming to Gila County, so he's no stranger to high intensity situations. "In situations where there is pressure, you either do or you don't," says Melford. "And don't isn't an option." He says that he's able to use pressure as a tool to make the best decision and take the best course of action possible.

He says that coordinating with the various stakeholders, including Bea Day's Type 1 team, on the Pinal Fire immediately before the Highline Fire, helped them get into a rhythm and kept communication fluid. He's proud with the way that various agencies such as the Forest Service, Incident Management, Gila County Emergency Management, and the

Gila County Sheriff's Office were able to disseminate information in coordination.

Before he made the switch from law enforcement to Emergency Management, Melford was especially passionate about the preparedness side of public safety. For him, one of the most positive aspects of law enforcement was being able to help. "Emergency Management supports local responders while promoting preparedness and mitigation to the public," he says. "It's important for residents to prepare for and understand potential disasters," he adds. As Emergency Manager, Melford also performs community outreach at events such as the Firewise Day in Pine Strawberry. Globe-Miami residents may have seen him at the Pinal Fire community meetings.

Melford started with Gila County in October 2015 as an Executive Administrative Assistant for Emergency Management. He pursued the Emergency Manager position when it became available because he was attracted to the opportunity to generate and implement new ideas and strategies.

Since May 1, when he took over as interim, he has helped generate nearly 900 new users for the Everbridge emergency alert system. When he started with Gila County, he was tasked with establishing a process to effectively document volunteer hours. Recordkeeping such as this is a crucial piece of emergency management. Tracking resources during an emergency ensures that local governments are reimbursed for the costs they incur during an emergency so that the burden doesn't fall to taxpayers. A system like the one Melford developed to track volunteer hours can also help secure additional grant funding.

Before he was Emergency Manager, Melford garnered attention in the *Roundup* in January for working in partnership with a local drone company to help deliver medication to a resident via drone over Tonto Creek. He uses that as an example of an effective and efficient approach to emergency response. "We try to respond to the situation by utilizing resources on the lowest possible level," he says. If the drone hadn't worked and other options had been exhausted, the contingency was to have a Black Hawk helicopter deliver the medication across Tonto Creek. "The back-up plan always has a backup plan," says Melford.



Contact us:

**(928) 425-3231
General
Information**

www.gilacountyaz.gov

Healthy Arizona Worksites Program Gold Award



Gila County was recognized recently by the Healthy Arizona Worksite Program as achieving the Gold level of excellence in worksite wellness.

The Healthy Arizona Worksite Award recognizes employers that are making efforts to positively affect the health and well-being of their employees, their families and their community by implementing comprehensive worksite wellness strategies. The minimum qualifications to be considered for this award include attending the Healthy Arizona Worksite Program training and developing a plan to improve employee health and safety. To qualify for the Silver and Gold levels of the award, employers need to support employee health through policy and systems changes.

Gila County received this recognition by supporting employee health in the following ways:

- Encouraging participation in the Fitbit program
- Continuing participation in steps challenges and making employees aware of incentives and upcoming challenges
- Supporting walking/biking/exercising
- Providing preventive screenings
- Supporting employees in attending low or no-cost on-site (when possible) health screenings
- Supporting employees with physical and nutrition education thru both our Wellness Program and Fitbit Program
- Continuing to implement strategies to increase attendance to on-site health and wellness events supporting preventive screenings with at least 80% of employees attending



The Healthy Arizona Worksites Program is a public health initiative offered by the Arizona Department of Health Services and the Maricopa County Department of Public Health (MCDPH). Its mission is to help employers learn how to successfully implement worksite wellness initiatives to improve the health of their employees and businesses. For more information, go to www.healthyazworksites.org



Earth Day Posters at the Gila County Courthouse in Globe

11th Annual Earth Day Poster Contest

In its 11th year, Gila County Recycling and Landfill Management's Earth Day poster contest garnered over 600 entries this year. Sharon Winters, Recycling and Landfill Manager, says that the contest has grown every year. Each student who participates receives an Earth Day gift bag from Winters.

The following Gila County Schools participated in the 2017 contest: Pine Strawberry School, Young Public School, Destiny School, Rice Elementary, St. Charles Mission School, High Desert Middle School, Lee Kornegay Intermediate School, and Charles A. Bejarano Elementary School.

The posters were displayed in the lobby of the Gila County Courthouse in Globe and in the Board of Supervisors Meeting Room in Payson.

Also in honor of Earth Day, Gila County Recycling and Landfill Management hosted a free greenwaste drop-off event at both landfills. At Russell Gulch Landfill in Globe-Miami, 60 vehicles hauled in 13.74 tons of greenwaste. At Buckhead Mesa Landfill, 105 vehicles hauled in 34.5 tons of greenwaste.

Summer Work Experience at Gila County



PHS student Jordan Hill, 16, and April White, 17, a Payson Center for Success student

Thanks to the Gila County Board of Supervisors and Arizona@Work, 17 Gila County young people are getting valuable work experience throughout Gila County this summer.

“We want folks to know that we’re making our young people a top priority in Gila County,” says District Three Supervisor Woody Cline.

District Two Supervisor Tim Humphrey commended staff for working to put the program together quickly. “Staff really deserve kudos here for pulling all the pieces together for this in just a couple months,” said Supervisor Humphrey. “It’s really great to see our youth at work.” Both Supervisor Humphrey and Supervisor Cline funded summer youth worker positions out of their constituent funds. The remainder of the positions were funded through Arizona@Work and individual Gila County departments.

Susan Newby, Gila County’s Arizona@Work Workforce Specialist, explains that for many of the young people in the program, it’s their first work experience. In her role as workforce specialist, she provides year-round opportunities for youth. For this special initiative spearheaded by the Gila County Board of Supervisors, she worked to place young people in paid work-experience positions for summer employment. Gila County’s Arizona@Work office also provides employment services for adults and dislocated workers. Newby explains that in the coming year, due to recent federal legislation, they’ll be required to transition to focus more on out-of-school youth.

Newby stresses that the goal is always to get folks in sustainable long-term employment. “We just start setting goals,” she says. For every person, that might mean something different. “We always set goals in a way that is effective for each individual participant,” says Newby. That can mean starting with what can feel like “basics” to folks who have been in the workforce for a while. Soft skills, such as how to dress, how to show up on time, and how to call in are important proficiencies for those who are new to the workforce. “We’re giving them the opportunity to build a skill set that they can work from,” says Newby.

Outside of the special summer initiative, participants come to Arizona@Work via referrals from the Gila County Superintendent’s Office GED program, word of mouth, local senior centers, Gila County Community Services, and other agencies. Everyone who walks through the door gets a group orientation, a one-on-one intake interview, help developing a career plan, and more. “The goal is to make them successful in their career,” says Newby. Supervisor Cline explains that the County will collect feedback from the young people who participate this year in order to improve and expand the initiative in future summers.

Payson High School’s Andrew Fiala is 2017 Teacher of the Year

Payson High School’s Andrew Fiala is the 2017 Gila County Teacher of the Year. Gila County Superintendent Roy Sandoval presented Fiala with the award at the May 9 Gila County Board of Supervisors meeting in Payson.

The purpose of the Gila County Teacher of the Year Program, established in 2011, is to publicly acknowledge and celebrate the efforts of professional educators who demonstrate excellence both in and out of the classroom.

“It was my great privilege to have initially brought this newly graduated young physics teacher from Illinois to Payson in the middle of the school year,” says Sandoval. “Over the last eight years I have seen him work tirelessly on behalf of students. He has also worked diligently to improve himself as an educator and professional. Andrew is a shining example of what an outstanding teacher should look like. This is a proud moment.” Fiala has taught in the Payson Unified School District for eight years. He teaches Intro to Physics, Physics, and Earth & Space Science.

Fiala was nominated by the parent of both a Payson High School graduate and current student who writes, “So often in Payson, we hear that our children don’t need challenging college preparation courses because they are ‘just from Payson.’ Mr. Fiala does not subscribe to that sentiment! He holds all of his students to the highest standards, challenging them to the maximum of their abilities.”

Fiala’s nominator also points out, “Mr. Fiala has a true enthusiasm about the subjects he teaches and passes this enthusiasm on to his students. He teaches through hands-on labs and projects rather than just lecturing and movies.”

“I work hard to empower my students so that they can see that they have the ability to learn anything,” says Fiala. “I strive to bring science education to Payson that is comparable to that of affluent areas in Phoenix and elsewhere across the country.” Fiala is especially proud to have served in a rural school district his entire career.

Fiala was nominated for the Arizona Teacher of the Year Award in 2015, served as Payson High School’s Science Department Chair for the 2015-2016 school year, and is a member of the National Science Teachers Association. He graduated Summa Cum Laude from Montana State University with a MS in Science Education and Magna Cum Laude from Illinois State University with a BS in Earth and Space Science Education.



Superintendent Sandoval and Mr. Fiala